

New NAVSUP plan provides focus for single enterprise

By NAVSUP Public Affairs

"The new NAVSUP Strategic Plan represents a change in direction for NAVSUP; a rebalancing between our focus on business practices and our focus on war fighter support," said Rear Admiral Justin D. McCarthy, commander of the Naval Supply Systems Command and Chief of Supply Corps, introducing the revised strategic plan to the NAVSUP organization.

McCarthy noted that the NAVSUP mission and vision remain the same, but the goals were revised to align the command more closely with the Secretary of the Navy and Chief of Naval Operations' priorities and to be responsive to the needs of NAVSUP's stakeholders.

"It is important that we all understand the basis for our change in direction and how the goals, strategies and objectives support that change," McCarthy noted. "Our scope has also increased to include Joint issues. This plan is the product of two months of identifying and assessing the changes taking place in the world around us with our stakeholders.

"At its highest level, the Strategic Plan forms a corporate statement of what we are about, what we value and what we feel is the direction we need to head in supporting our operating forces and other customers," he said. "At its lowest level, the plan provides specific guidance on initiatives we are undertaking to move us forward in achieving the stated goals. Our supply team should be able to read through the document and see the linkage between the goals, strategies and objectives, as well as see how

what they are doing fits into the overall priorities of our Strategic Plan."

A key effort in support of the strategic plan is the initiative to reinforce a single enterprise identity for NAVSUP. During stakeholders advisory group meetings NAVSUP's customers and suppliers said they saw the command as a loose confederation of specialized activities, and they said they preferred to deal with NAVSUP as a single corporation. This led to the NAVSUP branding initiative.

McCarthy said, "We need to build on the power of the team. There is tremendous goodwill out there from individual customers who have experienced excellent support from members of the team. We need to make that credibility work for the entire enterprise. How do we do that? The most visible way is through a branding initiative."

The branding initiative consists of four key elements: a unique value



proposition, a new command logo, a style guide and a communications plan.

The unique value proposition is three words, "Ready. Resourceful. Responsive!" that describe what NAVSUP is all about and how the command aspires to be viewed by its customers.

The new logo brings NAVSUP Headquarters and its 13 field activities together under a single image, where

Continued on page 12...

FISC awards landmark contract

By Cmdr. (Sel) Eric L. Glaser
Director of Contracts

FISC San Diego recently awarded a groundbreaking contract in the area of labor support that will revolutionize the way government agencies solve temporary labor shortages within critical labor specialties.

The Regional Business Support (RBS) contract was formulated to provide contractor labor support services to meet specific agency requirements for DoD and Federal agency customers in the Southwest Region. RBS services will include labor support in the categories of administrative and clerical, technical, information technology, specialized technology, financial, medical, industrial, and education and training.

Through market research, customer surveys, and thorough technical review, FISC discovered its customers demanded an improvement in the business model in which labor support was provided. RBS customers will derive immediate benefits in reduced labor pricing, increased labor varieties, improved quality of services, and an elimination of administrative fees.

RBS was originally developed as a Consortium contract solution for customers and consortium entities within the Southwest Region. The Consortium includes FISC San Diego, Military Sealift Command, Space and Warfare Command, Navy Supervisor of Shipbuilding, and Defense Finance and Accounting Service San Diego.

"The consortium aspect allowed us to pool requirements over a broad

Continued on page 13...

Editorial

In an effort to provide you information on key topics of interest, I plan to kick-off a series of Town Hall style Captain's Calls during the week of Nov. 26 for metro San Diego employees. I will be coming to your workspaces and meeting with you in smaller department-level groups. I will update you on two or three noteworthy items and then I will solicit your input and comments.

During our November meetings, I plan to provide you a summary of our Corporate Climate Survey results and the action plans we have developed, and discuss the new NAVSUP single enterprise value proposition and logo and the status of A-76 initiatives. Again, I will leave time to receive your comments and questions.

Although, it will take about three days to schedule the Town Hall meetings in any given month, if it is an effective means of two-way

communication, it will be a valuable use of my time. If collectively we determine that the Town Hall meetings are an effective format, I will attempt to hold these meetings two out of every three months in metro San Diego. During the third month I will visit satellite sites.

I encourage you to continue to obtain information from other command sources such as our Intranet and our monthly newspaper, the Network.

I hope you had a very Happy Thanksgiving and that you enjoyed a relaxing day with family and friends. I look forward to meeting with you at the end of the month.



Capt. Ray Berube

R. E. Berube

American Prologue Cool Color Scheme

It took decades for the U.S. Navy to achieve an all-steel fleet after the Civil War, and with the ships came unexpected problems. The first to be built was the 1,500-ton Dolphin in 1885. Design discrepancies and partisan politics kept it dockside for nearly four years, but even after commissioning, troubles followed like the proverbial albatross.

On a two-year round-the-world cruise, the Dolphin crew melted inside the black, steel hull when the ship passed through the tropics. In desperation, the captain broke with tradition and ordered the ship painted in white lead. It successfully lowered the temperature several degrees and prompted



the Navy Department to switch to white for all its ships.

Many Navy paint innovations followed, but few had to do with lowering temperature. Shipboard heat wasn't totally remedied until 1949 when the Navy commissioned its first fully air-conditioned ship, the heavy cruiser USS Newport News. The ship served off Cuba during the 1962 missile crisis and in combat tours off Vietnam. It was decommissioned in 1975 and scrapped in 1993.

The Network

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Visit our web site at www.sd.fisc.navy.mil.

Navy and Marine Corps Intranet: Future of our Naval Forces

**By the Honorable Gordon R. England,
Secretary of the Navy**

Although we are all consumed with dealing with the extraordinary events of Sept. 11, it is also important that we continue to change and improve our operating processes.

I want to reiterate to each person how important our Navy Marine Corps Intranet initiative is to the future of our Navy and Marine Corps, and what we have discovered in our ongoing implementation of NMCI.

NMCI is the foundation program to provide the Navy and the Marine Corps a secure, interoperable, and user-friendly "information superhighway". It is the right thing to do - and we are proceeding to make it a reality.

NMCI is an immense achievement, and it outfits the Navy and the Marine Corps for their voyage through the 21st century. This Intranet is essential, but it only facilitates change, in much the same way that telegraphs and telephones opened opportunity but were themselves means, not ends.

NMCI will make information instantly accessible to all certified users throughout the department. The consolidation of scores of separately purchased and maintained systems and applications will yield valuable short-term gains in economy, efficiency and security. Our decision to contract for guaranteed levels of service from a private manager (buying information conveyance as thought it were a utility, like electricity) transcends our often-cumbersome procurement techniques and links us more directly to the private sector. We have, therefore, found a mechanism for greatly increasing the speed and flexibility with which this technology will be refreshed.

But, substantial as these benefits are, they are dwarfed by implications of empowering instantaneous information access throughout the Navy. A highly

structured, stove-piped, hierarchical organization has put itself on the path to being highly flexible, intimately integrated and organized in flat networks.

NMCI will be an essential ingredient in the ability of our business organizations to be efficient and effective, providing value and capability for warfighters.

The most rewarding applications of "the web" are for large complex organizations operating on a global basis. The Navy is the world's largest government organization (other than DoD itself). We value speed, unity of effort and economy of effort at least as much as (often more than) any commercial entity.

The challenge of the next months and years is whether we can seize the advantages of the capability we are putting in place. This will require changes that transcend technology - they are changes in the way we do things. To seize the benefit of what we are today creating, we will need to decentralize where historically we have centralized; flatten decision-making that has historically been hierarchical; integrate where we are often now separated; customize what we once struggled to standardize; and use private industry to perform functions we have previously jealously guarded.

There is change and, therefore, difficulty in what we are trying to do, but we are still going forward because we cannot stand still. NMCI was initiated with a commitment to change the way we think and operate. That is asking a lot of our Sailors, Marines, civilians and organizations so your full support is critical to success. That is in the best tradition of our Navy and Marine Corps.

Electronic Data Systems (EDS), our prime contractor, has assumed responsibility for over 42,000 seats across 15 commands in the 10 months since the NMCI contract was awarded in October 2000. We have learned many valuable



Gordon R. England

lessons from our effort. One of particular value has been the realization of how many different Legacy applications we in the Navy and Marine Corps currently own and use (we are in the tens of thousands and counting). NMCI implementation has forced us, as a department, to tackle this issue - the solution to which (reduction of the applications we use) is already paying big dividends in cost reductions, interoperability, and efficiency.

A second lesson learned is EDS' speed of reaction to provide support. After the 9/11 attack on the Pentagon, approximately 1,300 Sailors, Marines and civilians were forced to move out of the Pentagon. Many of their information systems were destroyed. EDS supported new networks and provided new hardware and software to all of these people, allowing them to become operational again within days of the attack.

We are "underway, making way" toward the goal of fully implementing NMCI across the department by 2003. Any change of this magnitude is challenging - but I am personally committed to making NMCI a reality for all our Sailors and Marines, and I expect your full support. Be a leader. Embrace the NMCI change and lead our Naval services into the future. Thanks and god bless.

Reservist benefits, employment rights in call-ups

Printed courtesy of FEDweek

(Editor's note: this is the second of a two-part series on benefits and employment rights of federal workers who are mobilized. Part one in the October Network covered life and health insurance and leave policies.)

Following is a brief overview of job restoration rights and Thrift Savings Plan issues affecting federal employees who are eligible for recall to active duty. Policies regarding benefit and employment rights of federal workers who serve active duty are governed by the Uniformed Service Employment and Reemployment Rights Act of 1994.

Job Restoration Rights

Any federal employee, permanent or temporary, in an executive agency other than an intelligence agency, including the U.S. Postal Service, Postal Rate Commission, and a nonappropriated fund activity, who performs duty with a uniformed service (including active duty, active duty for training, or inactive duty training), whether voluntary or involuntary, is entitled to be restored to the position he or she would have attained had the employee not entered the uniformed service, provided the employee:

§ gave the agency advance notice of departure except where prevented by military circumstances;

§ was released from uniformed service under honorable conditions;

§ served no more than a cumulative total of five years (exceptions are allowed for training and involuntary active duty extensions, and to complete an initial service obligation of more than five years); and

§ applies for restoration within the appropriate time limits.

Employees who served in the uniformed services:

§ Less than 31 days (or who leave to take a fitness exam for service) must report back to work at the beginning of the next regularly scheduled work day

following their completion of service and the expiration of eight hours after a time for safe transportation back to the employee's residence.

§ More than 30 but less than 181 days must apply for reemployment no later than 14 days after completion of service.

§ More than 180 days have 90 days after completion of service to apply for restoration.

If the employing agency is unable to reemploy an individual returning from duty with a uniformed service, the Office of Personnel Management will order placement in another agency when:

§ OPM determines that it is impossible or unreasonable for an agency in the executive branch (other than an intelligence agency) to reemploy the person;

§ an intelligence agency or an agency in the legislative or judicial branch notifies OPM that it is impossible or unreasonable to reemploy the person, and the person applies to OPM for placement assistance; or

§ a non-career National Guard technician who is not eligible for continued membership in the Guard for reasons beyond his or her control applies to OPM for placement assistance.

Thrift Savings Plan

Under Public Law 106-65, as amended by Public Law 106-398, uniformed services members, including members of the Ready Reserve or National Guard of those services while in military pay status, can participate under the same rules and receive the same benefits as federal employee TSP participants. This provides special TSP considerations for federal employees who are Guard or Reserve members.

The contribution rules are different for uniformed service members, and the TSP record keeper must therefore maintain separate databases for civilian

and uniformed service participants' accounts. Thus, two separate accounts must be maintained for participants who have accounts both as federal civilian employees and as Guard members or Reservists.

Participation in the TSP as a Guard member or Reservist is optional and not automatic. You must sign up with your military service to participate in the TSP in your military capacity. You contribute to the TSP from your military pay on a pre-tax basis, and the amount you contribute and the earnings attributable to your contributions belong to you.

Separate from the authority to contribute from active duty military pay, Reserve and Guard members who were separated from civilian federal service or were placed in non-pay status to perform military service may make up TSP contributions missed as a result of military service, if they were subsequently reemployed in, or restored to, a federal job. The amount of contributions that can be made up is determined by using the TSP Election Form (TSP-1) that was in effect immediately before entry into military service, unless you submit a new Form TSP-1 to terminate the contributions or to make an election during an open season that occurred during that period. If you make contribution elections for your period of military service, the investment allocation must be the same as your current allocation.

If you are a FERS employee and were not vested in your agency automatic (1 percent) contributions when you separated from civilian service (applying to those with less than three years of service) and agency automatic contributions and their associated earnings were removed from your account, you are entitled to have those funds restored to your account. All makeup employee contributions must be deducted from future pay. The

Continued on page 12...

More services now available to Sailors through SMARTWebMove

Sailors serviced by the FISC San Diego Personal Property Office may now use SMARTWebMove to arrange for household goods shipments within the Continental United States associated with deployment orders, separation or retirement from active duty, or homport changes to both arduous and non-arduous designated ships and afloat units.

SMARTWebMove, an award-winning, Internet-based move application and entitlement counseling

program, has been available since early June to San Diego-based Sailors and their families to arrange their household goods moves online 24-hours a day, 7 days a week.

The addition of these new services completes CONUS Phase I of the SMARTWebMove project. The program, designed to process up to 80 percent of routine household goods moves, also services PCS shore-to-shore, arduous sea duty-to-shore, non-arduous sea duty-to-shore, non-arduous-to-arduous sea duty, and shore duty-to-arduous sea duty moves from San Diego to destinations within CONUS.

SMARTWebMove provides Sailors and their families with a quality moving service that is available from home, on board ship, or anywhere they have Internet access. In addition to convenience, customers have reported that it is easy, fast and fun to use the program. Lt. j.g Benjamin Johnson used SMARTWebMove to arrange his move to his new duty station and was so happy with the service that he had to tell his former shipmates on the USS *Belleau Wood* (LHA 3).

"I recently used SMARTWebMove and wanted to pass along how easy and convenient it was to use," said Johnson. "You simply log on, answer a series of questions concerning your upcoming move, and choose a date that you want your household goods to be moved. You will be instructed to e-mail or mail a copy of your orders, Power of Attorney documents (if applicable), and dependency documentation. Once they receive these documents, you will get an e-mail confirming your move date with information on the moving company. You are assigned a personal representative who will e-mail you all the information and who is available for questions. You no longer need to go to the Personal Property Office. It can all be done online in less than an hour. Believe me, SMARTWebMove makes your household goods move a whole lot

easier," Johnson declared.

SMARTWebMove eligibility is based on member's orders to allow online move counseling customized to the member. To access SMARTWebMove go to www.smartwebmove.navy.mil. Additional information on SMARTWebMove can be found on the home page of the FISC San Diego web site at www.sd.fisc.navy.mil.

Airline ticket policy established

United States air carriers have announced ticket exchange policies designed to make life easier for the men and women of the U.S. Armed Forces and their families.

The change was brought about as the carriers were faced with lighter than normal passenger activity, due in large measure to recent terrorist attacks.

Many commercial carriers have agreed to refund or reschedule previously confirmed commercial reservations of military personnel.

This offer also extends to members of the National Guard and Reserve called to active duty, and their families whose travel plans have been affected by operations Noble Eagle and Enduring Freedom.

While administrative service charges and advance purchase requirements for itinerary changes may be waived, some itinerary changes may result in increased fares.

Ticket holders are encouraged to call their airline for full details and requirements.

For more information, go to <http://www.faa.gov/airlineinfo.htm> and select an airline or go to <http://www.sato-travel.com/newmil/index.html> and select "Navy" or "Marine Corps."

Free military admission to Sea World and other Busch parks

Now through Dec 31, 2001 active-duty military will receive free unlimited admission to Sea World and other Anheuser Busch parks. Active-duty members (ADMs) must go to the ticket booth and show their military identification (ID) to receive their "American Heroes" card as recognition and use for future visits.

Direct family of ADMs will receive free admission on their first visit. After the ADM's first visit each additional visit will be free to the ADM and 25 percent off for the family. To receive the 25 percent, the ADM must show their American Heroes card at the ticket booth. The ADM must be present at all visits.

Operation Dear Abby holiday mail program suspended for this year

Because of the anthrax threat, the Military Postal Service Agency suspended the "Any Service Member" and Dear Abby holiday mail programs for this year. Mail received for the two programs will be stopped at the two Joint Military Postal Activities located in New York and San Francisco who process all military mail for the Pacific, Atlantic and Central Commands. "Any Service Member" mail and Dear Abby mail received by the two activities will be returned to the sender.

Wolfowitz, calling for 'great caution,' limits DoD employees' discussions

By Christian Boehmalk
InsideDefense.com

Deputy defense secretary Paul Wolfowitz has forbidden all Defense Department employees from talking about their work in common areas and public spaces, on unsecured telephones or networks, and while commuting to and from work.

In an Oct. 18 memo, Wolfowitz says U.S. military and civilian lives, as well as DOD operations, facilities, resources and critical information, are "at risk for an indefinite period" following the terrorist attacks against New York City and Washington, DC. He cites the national emergency President Bush declared Sept. 14 and the military's contribution to "wide-ranging efforts to defeat international terrorism" as putting DoD's places and people at risk.

The memo is addressed to the chairman of the Joint Chiefs of Staff, service secretaries, top leaders in the Office of the Secretary of Defense, directors of defense agencies and several other senior DoD officials. The guidance also applies to "persons in other organizations that support DoD."

"We must ensure that we deny our adversaries the information essential for them to plan, prepare or conduct further terrorist or related hostile operations against the United States and this Department," the memo states.

Wolfowitz directs employees not to discuss their work where they could be overheard by anyone outside the department, and he cautions against releasing much of the information DoD uses to conduct its business.

"Do not conduct any work-related conversations in common areas, public places, while commuting, or over unsecured electronic circuits. Classified information may be discussed only in authorized spaces and with persons having a specific need to know and the proper security clearance," states the memo.

Wolfowitz says even unclassified

defense information, which usually is subject to far fewer restrictions and oversight, may require protection "because it can often be compiled to reveal sensitive conclusions. Much of the information we use to conduct DoD's operations must be withheld from public release because of its sensitivity. If in doubt, do not release or discuss official information except with other DoD personnel."

Defense secretary Donald Rumsfeld said the release of any classified information about the military's actions in Afghanistan and against terrorists worldwide could threaten the lives of U.S. troops and the results of the military's actions abroad.

"We cannot and will not provide

information that could jeopardize the success of our efforts to root out and liquidate the terrorist networks that threaten our people," Rumsfeld said at a Pentagon press briefing. "To the extent that the Taliban and the al-Qaeda know the goals and the purposes of our operations, they will be in a better position to frustrate those goals and those purposes. It is not in our country's interest to let them know when, how, or even why we're conducting certain operations."

Wolfowitz directs in his memo all major DOD components to review the department's "operations security program" and to "ensure that their policies, procedures and personnel are in compliance" with it.

Navy links to FBI's "Most Wanted Terrorists" web page

By Jerome W. Mapp
Navy News Service

The Department of the Navy has linked to the Federal Bureau of Investigation Web page that contains the photos, names and criminal biographies of the world's "Most Wanted Terrorists."

For more information, go to <http://www.navy.mil>, select the "Enduring Freedom" graphic in the upper left-hand

corner, then select "FBI's Most Wanted Terrorists page."

These terrorists are believed to be responsible for a series of vicious attacks against U.S. citizens and installations, including the Sept. 11 attacks on the Pentagon and the World Trade Center.

Individuals who may recognize a terrorist on the Web page are encouraged to call the local office of the FBI. Go to <http://www.fbi.gov/contact/fo/info.htm> and select the appropriate field office number.

Remove DoD decals from your vehicle prior to selling

All military, civilian, and contract personnel who have a vehicle with a DoD sticker/parking permit are reminded to remove all DoD decals when selling their vehicle. This will deter attempts to gain unauthorized access to military installations. Recent incidents have highlighted the need for this reminder:

- In early September an individual at the Pentagon was approached about selling his car for \$3000. The car had a DoD sticker.
- On Sept. 8, several males approached an individual to sell her car

for \$6,000. She was not advertising her car for sale. The car had a DoD sticker.

- On Sept. 11, a Baltimore car with a DoD sticker and its owner were reported as missing.

- On Sept. 22 in Alexandria, Va., a U.S. citizen took his car in for repairs. The person working on the car never returned it. The vehicle had a DoD decal.

These incidents may represent possible pre-operation acquisition of vehicles to transport vehicle improvised explosive devices. Be sure to report any suspicious activity to your Base Security Office.

How to handle anthrax and other biological agent threats

Due to the large number of reported anthrax threats received in the mail, employees should be aware of what actions to take if the mail is suspected to be contaminated with anthrax or any other potentially hazardous material.

The following are typical characteristics of “suspicious” parcels or letters.

- Ø The presence of any unusual material, especially a powder-like substance, either outside of or when opening the package. Weaponized Anthrax exhibits the consistency and fineness of talcum powder and can vary in color from white to off white to brown. Less sophisticated anthrax will probably be less consistent (lumpy) and more granular.

- Ø Restricted endorsements such as “personal” or “private,” especially when the addressee does not usually receive personal mail at the office or command.

- Ø Fictitious or non-existent return addresses.

- Ø Address is made out in distorted handwriting, with homemade labels, or cut-and-paste lettering.

- Ø Improper titles with name, or addressed to title only (a more common occurrence in military commands).

- Ø Protruding wires, aluminum foil, oil stains, or a peculiar odor.

- Ø Cancellation or postmark from a different location than return address.

- Ø Excessive postage.

- Ø Unprofessional wrapping with several combinations of tape.

- Ø Special endorsements such as “fragile-handle with care” or “rush-do not delay.”

Any employee who receives a piece of mail that he or she deems suspicious should first notify his or her supervisor. The supervisor should alert the chain of command and Base Security, or the Command Duty Officer.

Next, all persons who have touched the letter or parcel, or have been in close proximity to the suspected item, should immediately wash their hands with soap and water. Do not touch your head, face, or exposed skin until your hands are thoroughly washed. If an envelope or parcel suspected to contain the Anthrax virus or other potentially hazardous substance has been opened, avoid inhaling near the contents.

The Center for Disease Control (CDC) recommends the following actions be taken if mail is believed to be contaminated with anthrax.

- Ø Double bag the letter or parcel in zipper-type plastic bag using latex gloves and a particulate (or TB) mask, if available. The most important thing to remember is to double bag the letter or parcel. A sealed trash bag, box, or closed desk drawer may also be used.



- Ø List all persons who may have touched or been in immediate area of letter or parcel. The list will be required for follow on preventive action by public health authorities.

Additional information on Anthrax threats is available at www.bt.cdc.gov/agent/anthrax/anthrax.asp.

Anthrax guidance available to federal employees

Federal employees who want to learn more about the recent anthrax threat can now turn to the General Services Administration (GSA) for detailed information available online.

The GSA information covers an explanation of anthrax, screening procedures for letters and packages, what to do if you receive an anthrax threat, the clinical features, symptoms, and treatment of anthrax, and more. To view the information, go to <http://www.gsa.gov>, and click on “Anthrax Threat – Training on How to Respond.”

Get tips to prepare for a terrorist attack

To combat the threat of domestic and international terrorism, emergency services officials representing all levels of government are working together to develop and implement effective strategies for deterring, preventing and responding to incidents.

San Diego County has prepared a pamphlet for the public called “Terrorism: A Guide to Domestic Preparedness.”

You can download a complete version, which includes tips on what to do during and after an attack, on the county’s Web site at <http://www.co.san-diego.ca.us/cnty/cntydepts/safety/disaster/pdf/DomesticTerrorismPreparedness.pdf>

A link to the pamphlet can also be found on the FISC San Diego Intranet Library page under ‘Helpful Links.’



Help for pet owners and those wanting pets

If you are a military service member who is relocating or deploying and cannot find a home for your pet, or if you are military or civilian and simply looking for a new pet, the Liberty Paws web site <http://www.geocities.com/libertypaws/> can help.

Volunteers can sign up on this site to offer a "foster home" for pets of service members who cannot take their pets with them. This is especially useful for those who need their pets cared for over a temporary period. The service member provides the care-person with funds for their animal, with the understanding that the pet will be well cared for during his or her absence.

All military and non-military people are encouraged to volunteer, or donate food, toys and money to the program.

The web site also features an "adoption" section in which service members who no longer can keep their pets due to financial or logistical reasons can sell them.

The next issue of the Network newsletter will be published Jan. 14, 2002. Deadline for this issue is Dec. 17.

Just ask me

What is your favorite movie you've seen recently and why?

If you would like to answer a "Just ask me" question, call Kim Longstaff at 532-3673.

Pearl Harbor.

I enjoyed it because it involved the U.S. Navy and it explained what happened on Dec. 7, 1941.



SK2 John Osario
SIMA

Bandits.

I liked it because it was funny, and it made fun of life. And I also liked the actors who star in it.



Donna Deslatte
NADEP

Men of Honor.

I liked this movie because it taught people who are not too familiar with the Navy, its core values: Honor, Courage and Commitment. These values are what we learn when we go through boot camp.



SK2 Eugene Cabarrubias
Broadway



Faye James
Broadway



Jerry Bates
NADEP



Raquel Bravo
Broadway

The Patriot.

I enjoyed the movie because I think Mel Gibson is such a charismatic actor, and the camera loves him! Also, the character he portrayed represented the ideal American.

I recently rented

Saving Private Ryan. I really enjoyed this movie because it was very realistic. It showed how vulnerable we are and that freedom comes with a price.

I like the gory movies! My favorites are *Hannibal*, *Carrie* and *Silence of the Lamb* and all the suspense movies. I love those types of movies because I like to try to solve them before the movie ends.

New tighter restrictions for blood donors go into effect

By Doreen Rekoski
Blood Donor Center,
Naval Medical Center San Diego

On Oct 29, the Department of Defense began enforcing new restrictions on blood donations from its military members and their families as a precaution against mad cow disease.

According to the new DoD restrictions, all personnel — including active-duty military and their family members, retirees, reservists and civil service employees — will be indefinitely deferred from donating blood:

- * If they traveled or resided in the United Kingdom for a cumulative total of three months or more at any time from 1980 through the end of 1996.

- * If they resided or traveled to European countries with a risk of bovine spongiform encephalopathy (BSE) for a cumulative period of six months or more from 1980 through the end of 1996.

- * If they resided in or traveled to European countries with a risk of BSE for a period of five years or more after Jan. 1, 1997.

- * Received a blood transfusion in the United Kingdom at any time from 1980 to the present.

- * If they received bovine insulin prepared in the United Kingdom since 1980 to the present.

Mad cow disease, first identified in the United Kingdom in 1986, is a fatal, brain-wasting ailment medically known as bovine (cow) spongiform encephalopathy, said DoD veterinary officials.

The disease is believed to have spread through contaminated animal feed. Fewer than 100 cases of the human form of the malady, called variant Creutzfeldt-Jakob disease, have been reported, mostly in Britain. There is no vaccine or cure for the disease. It usually kills its victims within 18 months at the onset of symptoms. According to figures released by the Armed Services Blood Program, Lt. Aaron Harding, Officer in Charge, Blood Donor Center, Naval Medical Center San Diego, estimated the changes will reduce DoD's donor pool by about 18 percent. Each year DoD collects about 130,000 pints of blood to obtain 110,000 usable blood units.

"In light of the recent events," said Harding "eligible personnel of all blood types need to strongly participate in the Navy's Blood Program. Strong command support for Navy blood drives and increased donations from our eligible population is essential to helping us meet our operational commitments."

The Blood Donor Center at NMCSO operates its own blood collection operation independent of the American Red Cross and San Diego Blood Bank. The center depends on its eligible population of active duty military and family members, reservists, retirees, and civilian employees to keep a ready supply on hand. Donors can give whole blood donations every eight weeks.

Currently, there is a particular need for O negative and O positive donors. Located at NMCSO on the first floor of Bldg. 2, the center accepts whole blood donations from 7 a.m. to 3 p.m. every day. You can call them at (619) 532-6650 for more information on the new donor deferral criteria or to schedule appointments.

Meet Lonnie Fountain



Occupation:

FISC Site
NADEP
North
Island's

Hydraulics Division/Code 100D

Birthplace: San Diego, Calif.

I graduated from: Abraham Lincoln High School in San Diego.

What brought me into civil service: Career opportunities.

Hobbies: French and Creole Cooking and arts and crafts.

Nobody knows: I am the chairperson for Civilian Welfare & Recreation, and that I am pursuing a second career in counseling.

Pet peeve: Things not being organized.

Secret to success: Patience and praying steadfastly.

If I could I would: Reform the welfare system.

If I could do it over, I'd: Own and operate a center for at-risk youths.

I'd give anything to have met: My great, great, great, grandfather Greenwood Leflore.

I've never been able to: Relax in the mountains or the outdoors for an entire month.

The last good book I read: "The Bluest Eye" By Toni Morrison.

Favorite quote, motto or phrase: "By Any Means Necessary" Malcolm X

Favorite singer/group: Isley Brothers

The one thing I like best about myself: I treat people fairly and equally.

I am most proud of: My mother. She she taught me values and to respect people. She told me to always remember the forgotten people of society such as the elderly, mentally ill and the handicapped.

FISC SIMA site Sailors awarded for being great neighbors

Sailors assigned to the FISC's Shore Intermediate Maintenance Activity site have had a positive impact on the lives of more than 5,000 San Diego military and civilian residents through their many volunteer activities this year. And, because they are such good neighbors, these dedicated Sailors have been selected as **2001 Regional winners of the Navy Community Service of the Year Award** in the 'Project Good Neighbor' category.

FISC commanding officer Capt. Ray Berube congratulated the SIMA team for their outstanding work on behalf of the local community. "You helped build community partnerships, promoted volunteerism, and became great neighbors through involvement in community service and activities that supported education, health, physical fitness, citizenship and the environment," said Berube. "Congratulations. I know you will continue to work hard and bring honor to yourself and to the Navy."

The award recognized FISC SIMA site Sailors for their participation in the Main Street Association Neighborhood Clean Up, a collaborative effort among area residents, business owners, the Naval Station and its tenant commands to improve the appearance of the area outside the Station.

The Sailors were also cited for their service as Volunteer Income Tax Assistants for the Electronic Tax Filing Program. They assisted in processing over \$8 million in refunds and saved more than \$600,000 in tax preparation fees for active and retired military personnel and their family members.

They also greatly enhanced the lives of low-income elderly and handicapped residents by volunteering more than 40 off-duty hours in support of the "Christmas in July" home renovation program in National City. They contributed more than 80 hours to the 12th National Stand Down for Homeless Vietnam Veterans and their families.

And, they served as auxiliary security and assistance volunteers, providing much needed help for over 500 homeless Vietnam veterans living in and around San Diego.

The FISC SIMA site Sailors volunteered more than 200 hours to the "Meals on Wheels" program, delivering hot, nutritious meals to needy elderly and disabled adults. And they served meals to more than 600 homeless San Diegans through the "Feed the Homeless" program held at St. Vincent de Paul Church.

Other volunteer efforts included dedicating 28 off-duty hours assisting the Radio Amateur Civil Emergency Services during the Viejas fire in Alpine, when 10,000 acres of land were destroyed; and participating in CPR Saturday attended by more than 2,000 at the Sport Arena.

The Sailors also put their talents for organizing to good use by coordinating the 2001 Annual Children's Book Party held at the Organ Pavilion in Balboa Park and attended by more than 1,000 people. Roosevelt Brown, Reading Literacy Learning program coordinator said the Sailors "provided support and hope for the Reading Literacy Learning Program for San Diego's children." They also successfully planned and coordinated numerous other special events and receptions, including the Philippine Parade for 800 guests, and the San Diego City of Lights reception for 1,700 dignitaries and guests.

More than 400 students from FISC San Diego's Partner in Education school, Roosevelt Junior High, benefited by the Sailors generous donation of time and energy to the school's Multicultural Festival. This successful partnership, as well as their interest and involvement in community service, prompted the

FISC SIMA Sailors to establish a Personal Excellence Partnership and Community Service Program with Edison Elementary School.

Through this community relations program, Sailors have coordinated numerous fundraising events to help cover the cost of school projects, educational materials and programs recognizing outstanding students. They also sponsored and helped organize several holiday activities and sporting events such as "Athletic Field Day" and "Mini-Olympics" competitions. As a result, tangible improvements were made in the education, health, physical fitness and citizenship of the students.

"Volunteerism is a traditional way of life for Navy members," said Rear Adm. Frederic Ruehe, Commander, Naval Region Southwest. "FISC San Diego can take pride in its people who invest their time and resources to assist fellow citizens and help strengthen America."



FISC SIMA site Sailors participated in a Multicultural Festival at FISC's 'Partnership in Education' school, Roosevelt Junior High. Pictured standing left to right are YN1 Stanley Mitchum, SKC William Vitalich, SK2 Maria Hernandez, MM2 Artemio Delgado, SKC Melinda Garcia, SK2 Marcey Britt, and SK1 Denise De Pozo. In front, left to right are SK1 LeeHondo Moore, SK2 Mario Siqueiros, SK2 Melvin Calimag, and SK1 Herminigildo Fairbanks.

Maintain OPSEC guidelines on the Internet

By Kathy Henry
Naval Station Rota Public Affairs

With the rapid exchange of information that takes place through e-mail, Web page content and other Internet tools, it's vital to remember the importance of operations security (OPSEC).

Information that might seem insignificant to computer users Navy-wide, might be the final piece to a puzzle that an adversary has been working to obtain.

OPSEC can be defined as "the process denying to potential adversaries information about capabilities or intentions by identifying, controlling and protecting generally unclassified evidence of the planning and execution of sensitive activities."

According to a recent Navy message, the Office of Naval Intelligence assesses that potential adversaries are actively monitoring Internet communications, and the careless posting, discussion or e-mail of sensitive or classified information in the unclassified Internet medium could pose a threat to Navy and Marine Corps operations and personnel.

Simply put: Loose lips sink ships.

Be conscious of what you're putting in an e-mail and of who it's going to. You may be assuming that everybody is cleared and everybody has a 'need to know,' even if it's unclassified. But once that e-mail leaves, it can be forwarded to a thousand and one different locations without your knowledge. If you aren't sure as to whether something can be construed as 'classified,' then don't send it through e-mail.

The same vigilance should be applied to other forms of communication as well. Don't discuss passwords over an unclassified phone. If a system

administrator is giving somebody a new password, that should be done over a secure means — a secure fax or secure voice line.

Failure to use established precautions and procedures can also be an inroad for adversaries looking to collect information. Always ensure that your anti-virus software is up to date at home, especially if you bring files from home in to work. Norton anti-virus or McAfee anti-virus is available to all Department of the Navy members and

civilians for home use.

The bottom line is that anything regarding Navy operations, facilities and personnel should be considered with OPSEC in mind. If there's any doubt as to whether information contained in an e-mail may be useful to an adversary, it's best to err on the side of caution and not include that information. Additionally, always utilizing anti-virus software will help protect systems against sabotage.

Let GroupSystems facilitate your next meeting

GroupSystems is a unique software application that enables participants to have an electronic meeting via a computer terminal. This allows for unique group dynamics.

Developed by Ventana Corporation based in Tucson, Arizona, GroupSystems utilizes methodologies that allow organizations to focus on key issues, generate ideas, organize information, prioritize alternatives, and to build consensus.

The participants contribute ideas simultaneously and with anonymity. The meeting owner consults with the certified GroupSystems Facilitator and Technographer (the individual who operates the software) prior to a meeting. Depending on the meeting goals, one or more of the following tools are selected for use:

Agenda — provides a framework of group activities and a gateway for using additional GroupSystems tools.

Electronic Brainstorming — allows participants to share ideas simultaneously and anonymously on specific questions posed to the group.

Categorizer — develops lists of ideas, allows comments for each idea, and then creates categories for the ideas and comments submitted.

Topic Commenter — facilitates

groups in commenting on a list of topics. This is a more focused idea generation than Electronic Brainstorming.

Group Outliner — groups are able to organize their ideas and comments into the familiar outline structure. Well suited for a business plan or proposal.

Vote — an evaluation tool capable of providing the basis for a group decision. The Vote tool is ideal for evaluations in which participants choose from a single list of items. Alternative Analysis — similar to Vote but with more flexibility. Allows the group to rate a list of alternatives against a list of criteria.

Survey — used to gather information from a group on any topic. A survey form can be created from precise specifications for polling of the participants.

All of these tools can be "rolled" into one another to further group dynamics and consensus.

GroupSystems can dramatically reduce the time needed to reach meeting goals as opposed to a traditional meeting. Also, GroupSystems provides an effortless way to capture all of the data entered by the participants. A full report is provided to the meeting

Continued on page 16 ...

New NAVSUP plan provides focus for single enterprise

Continued from front page...

previously there had been 14 separate logos. McCarthy noted that the logo contains several components that communicate the command's purpose.

The italicized look of "NAVSUP" indicates that the organization is always ready to serve, prepared at all times and positioned as a forward-thinking and forward-moving organization.

The hardware components of the logo convey that the organization is a military one and represent the three major warfare communities of the United States Naval operational forces – air, surface, and submarine.

NAVSUP is resourceful in that it supports all facets of Naval operations, and it brings innovative solutions to the table to meet or exceed our customer expectations.

The bull's-eye represents that NAVSUP is on target and responsive in providing timely solutions to customer requirements. It also signifies that NAVSUP is at the center of Naval Supply operations.

The communications plan provides guidance on messages to communicate NAVSUP's vision and purpose to multiple audiences.

The NAVSUP Strategic Plan is a living document. It forms a stable framework for action while at the same time remaining flexible enough to adapt to what is learned along the way as the command pursues its objectives. The Strategic Plan is posted on the NAVSUP Web site (www.navsup.navy.mil).

"I believe our new Strategic Plan reflects our purpose of delivering combat capability through logistics," McCarthy said. "The NAVSUP leadership, our stakeholders and customers were all key players in creating this plan and the final product is truly an enterprisewide effort. This same enterprisewide effort will be required to execute the plan. I look forward to working with the Navy supply team as we do so."



Official U.S. Navy photo

Bravo Zulu!

FISC San Diego's SMARTWebMove Team was awarded with the 2001 Travel Managers of the Year Award, sponsored by Government Executive magazine. The award was presented to Capt. Rob Ritchie, FISC SD's executive officer and SWM program manager (center); Bob Vail, FISC SD's Personal Property director and SWM project officer (right) and Louis Marbrey, Code 35 computer specialist, on Nov. 6 in Washington, D.C. The award was for developing and implementing SMARWebMove, an Internet-based program to arrange Navy household goods moves online.

Reservist benefits, employment rights in call-ups

Continued from page 4...

contributions are subject to the IRS elective deferral limit for the year to which the contributions are applicable.

If you are covered by FERS, you will receive retroactive agency matching contributions as you make up your employee contributions. These matching contributions are made in equal installments over the period during which you are making up your contributions. If you do not make up employee contributions, you will not receive makeup agency matching contributions; however, you will receive retroactive agency automatic contributions for the entire period missed as a result of military service whether or not you make up employee contributions.

The automatic contributions will be deposited as a single sum.

You are entitled to lost earnings on the retroactive agency contributions made to your account. You are not entitled to lost earnings on your makeup employee contributions. The TSP will calculate the lost earnings on each retroactive agency contribution using the G fund rates of return unless one or more interfund transfer requests had been made during the retroactive period. In that case, lost earnings will be calculated based on the fund or funds selected in that request.

In Memoriam...

George McCay passed away on Oct. 15. McCay worked at the FISC San Diego Naval Aviation Depot site, Code 100D.

Material Processing Center now open

The Material Processing Center at the Defense Distribution Depot San Diego is now open for business.

The MPC, located in building 3304, Naval Base San Diego, is part of the Afloat Supply Department of the Future (ASDOF) initiative, and is the newest extension of the FISC San Diego Logistics Support Center designed to provide customized material processing for ships in the local area.

Eight San Diego-based ships, USS *Pearl Harbor* (LSD 52), USS *Lake Champlain* (CG 57), USS *Bunker Hill* (CG 52), USS *Jarrett*

(FFG 33), USS *Ogden* (LPD 5), USS *Oldendorf* (DD 972), USS *Anchorage* (LSD 36) and USS *Mount Vernon* (LSD 39) have been receiving tailored services from DDDC.

Additional ships assigned to NAVBASE San Diego will be added in phases according to a plan developed jointly by Commander, Naval Surface Force, U.S. Pacific Fleet, FISC San Diego and DDDC. All ships serviced by the MPC will have their Cargo Routing Information File changed to direct all materials through the processing center.

MPC normal hours of operation are Monday through Friday from 7 a.m. to

10 p.m., Saturdays from 7 a.m. to 3 p.m., or as required to support fleet readiness. Scheduling of deliveries will be handled through each ship's Logistics Support Representative and the LSC.

For more information about the MPC, contact Lt. Cmdr. Aidan Talbott (RN) at (619) 556-0402 (DSN 526), or via email to aidan_h_talbott_united_kingdom_navy@sd.fisc.navy.mil.

The MPC is a partnership effort of FISC San Diego, SURFPAC, Naval Transportation Support Center, Fitting Out & Supply Support Assistance Center, Fleet Material Support Office, Naval Supply Systems Command, and DDDC.

FISC awards landmark contract

Continued from front page...

customer base," said Jo Escalera, a FISC San Diego contract specialist who worked on the RBS contract. "RBS is yet another option for intermittent labor services, adding to existing choices provided in other Navy regions."

According to Tammy Sanchez, FISC's deputy director of contracts, RBS incorporates a business support strategy of improving labor processes through best business practices. "RBS provides best value choices for customers in determining how to strategically select their unique labor service requirements in support of their specific mission operations. It really is a breakthrough in providing this particular type of service within the realm of the government labor market," said Sanchez.

The RBS contract was awarded to Management Consulting, Inc. of Virginia Beach, Va., for a base year amount exceeding \$29 million and provides for options which, if exercised, would bring the total cumulative value of the contract to nearly \$200 million.

As an added bonus, the contract gives customers the option of obtaining

a wide variety of value added services from the Fitting Out and Supply Support Assistance Center. These services include assistance in writing the statement of work, independent government cost estimates, management of project funds, contracting officer representative functions, and more.

FISC San Diego, as the contracting activity, will not charge an administrative fee for Navy customers, further increasing the value of this unique customer service vehicle. Non-Navy customers will be charged a small 1 to 2 percent administrative fee. Additionally, FOSSAC adds a 7 to 10 percent administrative fee to its services.

FISC and Management Consulting, Inc. will sponsor an "RBS Industry Day," tentatively scheduled for Dec. 5, to better acquaint regional customers with the potential benefits of the program. Future plans also include a web-based information and ordering site.

For more information on the RBS contract call Jo Escalera at (619) 532-3435.



Photo by Rod Rodriguez

100 years!

The FISC San Diego's Point Loma Naval Fuel Facility celebrated its 100th Anniversary this year with a celebration and unveiling of this commemorative plaque on Nov. 16.

In The Spotlight

In the Spotlight...

Lt.j.g. Lauren Withers



Lt.j.g. Lauren Withers is the customer services officer at the Logistics Support Center.

Withers was raised in Manassas, Va. She began her Naval career at the U.S. Naval Academy in 1995. After graduating in 1999 with a bachelor's degree in political science, she attended Supply Officer Basic Qualification Course in July of that same year.

After completing BQC, she was assigned as disbursing, ships store, and postal officer on USS *Harpers Ferry* (LSD 49).

She later was assigned as supply officer at SEAL Team ONE. During her tour at ST1 she was in charge of the Supply Department, which required her to outfit two SEAL platoons for deployment and upkeep two platoons on deployment. She also assisted in HAZMAT inspections and preparing for the command inspection.

Her next tour was as the equipment manager at Naval Special Warfare Group ONE. Working with Naval Special Warfare Command, she developed a strategy to outfit and upkeep SEAL gear, saving the community thousands of dollars in future purchases of equipment.

Withers resides in Ocean Beach. Her hobbies include hiking, camping and anything outdoors.

Enterprise News Briefs

Navy commanders **John Camuso** and **David Pry**, FISC Pearl Harbor; **Peter Dahl**, **James Davis**, **David Hellman** and **Brian Wenger**, NAVSUP; **Stephen Shapro**, FISC Puget Sound; **Brian Sheppard**, FISC Yokosuka; **Gregory Stroh**, NAVICP Philadelphia; and **Raymond Walker**, FISC Norfolk have been selected by the FY 02 Supply Corps Commander Sea Board.

FISCs Norfolk, San Diego, Pearl Harbor and Yokosuka worked with security to establish emergency handling of truck deliveries after Sept. 11 attacks on the Pentagon and World Trade Center. Fuel deliveries were stepped up during the days immediately following the attacks and contracting teams excelled at emergency procurements for dealing with the situation. **NAVICP Philadelphia** stood up Operations Support Team to man heightened Fleet operations, established priorities with type commanders and Marine air wings for deployed units, and expedited aviation stock requirements for designated activities.

NAVSUP One-Touch Support Team

received an eGovernment Award for leading the development of web-based access to an integrated supply system.

The **Navy Exchange Command** announced that effective Nov. 1, the interest rate on the **Military Star card** is reduced from 10.75 percent to 10.25 percent. NEXCOM also selected Retek Inc. to provide a new merchandising software system that will improve functionality for merchandising, improve customer service, increase profitability, and lower operating expenses.

Peter Pappalardo Jr., a marine cargo specialist with the **FISC Pearl Harbor** Terminals Department, received the 2001 Transportation Excellence Award from the Military Traffic Management Command for his diligent management of one of the Navy's largest ocean terminals in DoD.

NALC employees **Fred Young** and **Henry Rebinski** received the distinguished 2001 David Packard Excellence in Acquisition Award in recognition of acquisition excellence and superior performance for outstanding achievement in support of the warfighter by reengineering the Cartridge Actuated Devices and Propellant Actuated Devices (CAD/PAD) Supply Process.



A spooktacular Halloween...

Employees from Codes 100, 200 and 005 showed their Halloween spirit in the hallways of FISC.



Did you know that Halloween's origins came from the Celts who lived 2,000 years ago in the area that is now known as Ireland, the United Kingdom and northern France?



Dec. 13, Holiday luncheon

Mark your calendar for the Civilian, Welfare and Recreation's Holiday Luncheon on Dec. 13. This year's luncheon will be held at the Marriott in Mission Valley from noon to 2 p.m. Cost is only \$6 for early birds (until Dec. 6), after that and until Dec. 10, cost is \$8 for a full buffet consisting of:

Bountiful Salad Bar

Tossed greens, tomatoes, jicama, cucumbers, sprouts, rdishes, green onions and red peppers served with ranch and italian dressings

Cranberry and Fruit Salad Rolls and Butter

Carved Roasted Breast of Turkey

Carved Bourbon Glazed Virginia Ham

Yukon Mashed Potatoes and Gravy

Homemade Apple Sage Dressing

Fresh Seasonal Vegetables Assorted Holiday Desserts Coffee and Assorted Teas

Don't miss out on this holiday get-together! Contact your CWR Representative to reserve your ticket.

Superior Civilian Service Award

Mike Stames received the Navy Superior Civilian Service Award from Rear Admr. Justin McCarthy, NAVSUP's Chief of Supply Corps.

Meritorious Service Medal

Cmdr. Cliff Noe for meritorious service from November 1998 to August 2001.

Letters of Appreciation

Rolando Lazarte for support and assistance provided to the *USS Sides* (FFG 14).

Capt. Tom Cox, Cmdr. Cliff Noe, Cmdr. Steve Haveranek, Lt. Cmdr. Bruce Weidner, Cmdr. Tony Martinez, Lt. Cmdr. Paul Amodio, Lt. Tim Nicholls, Lt. Cmdr. Chris Bower, Lt. James Dorff, Lt. Cmdr. John LaGrua, SKCM Ben Hebron, SKC Donato San Agustin, Cmdr. Randall Grau, Lt. Cmdr. Beth Howell, Lt. Cmdr. Brent Hull, Lt. Cmdr. Randall Ramian, Lt. Cmdr. Aidan Talbott RN, Lt. David Howell, Lt. Bryan Lichtenstein, Lt. Alexandre Nunez BN, Lt. Darrel Olsowski, Lt.j.g. Lauren Withers, Lt.j.g. Joel Pitel, SK1 Rommell Enriquez, SK1 James Harbin, SK1 Edward Hertel, SK1 Daniel Saeger, SK2 Jesse Armstrong, SK2 Vonetta Beale, SK2 Melvin Calimag, SK2 Mark Corcoran, SK2 Horatio Green, SK2 Maria Hernandez, SK2 Christie Hofmann, SK2 Willie McCain, SK2 Jose Medina-Garcia, SK2 David Momberg, SK2 Alexander Norin, SK2

John Osorio, SK2 Jason Thomas, and Richard Springer for participation at FISC's change of command ceremony..

SKC Melinda Garcia, SK1 Rex Soria SK2 Patricio Cabrera, SK2 Gilbert Chavez, SK2 Ryan Bessemer, SK2 Rodney Key, SKC William Vitalich, BM3 Antonio Cordoba, SK2 Curtix Smalls, SK2 Maribel Caro, SK2 Eugene Cabarrubias, SH2 Felix Vicente, SK2 Mathouchanh Srioudom, SK2 Joanne Curry, SK2 Somchith Phommanvongsa, SK1 Richard Smith, SKC Phillip Swartzlander, EO3 Adrian Dealy, SH1 Ronald Spears, SK2 Michael Malloy, SK2 Rollin Peoples, SK2 Ramiro Vasquez, Rod Rodriguez, Kim Longstaff, Nannette Davis, Veronica Baylon and Dennis Snyder for support of FISC's change of command ceremony.

Janet Bowman, Tina Porter, Teresa Ramos and Janet Wood for teamwork in setting up the retirement and farewell luncheon for Capt. William Barnes.

Teresa Bratcher for participating in the Amercians with Disabilities Act training.

Letters of Commendation

Lt. Fred Dini for performance as coordinator FISC's change of command ceremony.

Retirements

**Juan Conception
Joseph Cooper
Robert Trutter**

Civilian Welfare & Recreation points of contact

Lonnie Fountain
Chairperson, 545-5063
Jean Williams
Vice-Chair, 532-2250
Pilar Dunn
Secretary, 532-3413
Melissa Graves
Treasurer, 532-3448
Dale Akiki
532-1780

Elizabeth Taylor-Hooker
532-1737
Gwen Young
532-4643
Dorothy Lewis
556-2153
Mickey Deckard-Hartsfield
545-2559
Zeny Macaoay
545-7462

Advisors:

Sandra Smith
Union, 545-3281
Chuck Novak
Financial, 532-1945
Lee Johnson
Counsel, 532-2200

The Back Page

Continued from page 11 ...

Let GroupSystems facilitate your next meeting

owner at the conclusion of each GroupSystems meeting, either on disk, hardcopy, or both.

In addition to FISC, several other commands have utilized GroupSystems at our Broadway site. These commands include Space and Naval Warfare Systems Command, Naval Special Warfare Command, NAVSUP headquarters, and several Marine detachments from Camp Pendleton.

GroupSystems is available for use in the Synergy Center, 3rd floor of building 1. This center is equipped with 17 computers, a leader station, and a LCD projector. The Training Division can provide a GroupSystems Facilitator and a GroupSystems Technographer.

To schedule a meeting or for more information, please call Mike Yelda at (619) 532-4730, or John McMillion at (619) 532-4733.

Peace
For
Earth

Communities of practice

By Darlene Shaw, Code 040

One of the key concepts of Knowledge Management (KM) is something called Communities of Practice. Communities of Practice loosely defined means a group of people who have something in common. These groups can be very small, very large, or somewhere in-between.

Some communities form for the purpose of increasing work efficiency and effectiveness. These communities may start in formal or informal ways.

One example of a formalized group at FISC are the Content Coordinators. They meet once a month as a large group and then meet in smaller groups throughout the month as required. This group of people is responsible for the content of the FISC Internet and Intranet sites. Thanks to their efforts you now have so much relevant information available with the click of the mouse – forms, travel information, HOD minutes to name just a few.

An example of an informal group at FISC are the people who champion Knowledge Management. They gather as tasks arise related to KM in order to share information and expertise to accomplish objectives. One such recent objective was to provide basic Knowledge Management Training to all the FISC supervisors.

Communities of Practice can be local or they may be virtual. A good example of a virtual community is the DoD Webmasters' ListServe. This is a web discussion site for the succinct purpose of sharing all information relevant to maintaining web sites. It includes "how-tos" but also includes policy and regulations. People participating are from a wide

spectrum of organizations all over the world. This is a great resource to those who use it.

A local community example would be the Regional KM Forum. This group shares email on topics of interest and meets sporadically throughout the year to discuss KM initiatives in the various organizations of the San Diego region. This group had a distinct impact on FISC's decision to provide basic KM training to the ESC and supervisors. This group also shared a practice of educating employees about their Intranet. We modeled this by incorporating Intranet training in our PC classes and adding Knowledge Management articles to our Network.

Communities of Practice are not restricted to work environments. There are many communities established for leisure interests. Quilters are a prime example of a community. Much knowledge sharing happens during quilting bees - both on the topic of quilting but also on social topics. As traditional as quilting is, it too is gearing to Internet speed. Much quilting information and patterns are now shared via the Internet - much as music was shared via Napster.

All of these examples serve to illustrate the fact that the concept "Communities of Practice" is nothing new. Humans have formed communities for all of eternity. All of us belong to various communities of practice. We need to take advantage of the rich resources these communities offer, and in turn, contribute our knowledge and experience to enhance them.

It's a simple principle, working together as communities of practice we make our workplace better for everyone; better for ourselves, better for each other, and better for the customers we serve!